

CITY OF FENTON, MISSOURI
625 NEW SMIZER MILL ROAD, FENTON, MO 63026
MINUTES OF THE FINANCE COMMITTEE OF THE BOARD OF ALDERMEN MEETING
THURSDAY, OCTOBER 21, 2021
7:00 P.M.

Chairman Alderman Heard stated in light of the current public health crisis, including specifically the high community transmission in St. Louis County, and related CDC health guidelines, the Board recognizes that it would be dangerous and impractical to have public indoor group gatherings and recognizes that some members of the public may not feel comfortable attending such in-person meetings. The Board also recognizes the need for the public's business to be attended to in order to protect the public health, safety, and welfare. To balance both, and in accordance with Sec. 610.020, RSMo. and R-20-01, this meeting will not be open to in-person public attendance but rather accessible by the public in real time ONLY by a video/teleconference call via "Zoom".

CALL TO ORDER

Chairman Alderman Heard called the Finance Committee meeting to order at 7:00 p.m. via Zoom Videoconference (RSMO 610.015) and explained the reasons for conducting the meeting via videoconference, i.e., due to the State of Emergency (as specified in the notice above) on Thursday, October 21, 2021.

PLEDGE OF ALLEGIANCE Chairman Alderman Tom Heard led the Pledge of Allegiance.

ROLL CALL

Chairman Alderman Heard called the roll:

Alderman Ralph Cruts - *Present*
Alderman Robin Huels - *Present*
Chairman Alderman Heard Tom Heard - *Present*
Alderman Joe Maurath - *Present*

Four Aldermen were present at the opening of the meeting all via video conference.

CITY OFFICIALS PRESENT:

Mayor Bob Brasses - *via video conference*
City Administrator Andrea N. Finkbinder - *via video conference*
City Clerk Jane Hungler - *via video conference*
Financial Consultant Tammy Alsop - *via video conference*
Alderman Brian Wisbrock - *via video conference*
Alderman Chris Clauss - *via video conference*

Chairman Alderman Heard stated that he called this Special Meeting for:

- **Discussion regarding the Personnel Budget for 2022.**

Chairman Alderman Heard expressed tonight is groundwork and objectives for discussion for the personnel budget for 2022, impact of revenue, and salary treatment recommendation that includes cost of living adjustment to present to the full Board, and the adjustment to pay ranges should be a topic for a separate meeting. Chairman Alderman Heard shared presentation for Salary Treatment. (Attached as part of these minutes).

Chairman Alderman Heard voiced he believes it is a sustainable goal for the City, to care for the Employees, provide competitive salaries, and can afford to do so within reasonable parameters.

Alderman Clauss thanked Alderman Heard for the presentation.

Alderman Maurath inquired where the numbers in the presentation came from and suggested that the numbers needed to be reviewed and confirmed by Financial Consultant Tammy Alsop. Alderman Heard replied he has worked with Financial Consultant Tammy Alsop, but he will have her review and confirm the numbers. Alderman Maurath further expressed he feels with the current vacancies mainly in public works, he wants to ensure that the budget includes a full slate of staff as there are intentions to hire more people not just current staff and the unknown partnering with the YMCA as discussions continue. There was mention of cost-of-living increase in the presentation, and governmental averages need to be researched. The Board cannot anticipate revenues from new businesses such as Wally's, Alderman Maurath expressed he does anticipate decrease in Bluffs Sales Tax and utility tax next year. Alderman Heard replied he did not exhaust his research into governmental cost-of-living as he had not found exclusive information on that topic, but he will continue to research.

Alderman Huels thanked Alderman Heard for putting together the information in the presentation, agrees need review salaries to help to hire more staff such as public works, and this information helps to see encouragement of where the City can be headed.

Alderman Cruts shared if you compare fully filled positions to partial filled positions in the budget, he believes the vacant positions should be included and compare to last year to see if under or over budget. Alderman Cruts voiced concern decrease in revenues, mainly due to re-disbursement in sales tax and feels will be paying more for social security cost-of-living increase and possible increase for Lagers. He stated until he knows increase for Lagers, he cannot make any decisions and feels larger benefits are hurting the City not helping it. Alderman Cruts expressed it may be better to decrease benefits for new employees and review starting salaries.

Alderman Heard agreed budget should be assumed fully staffed and with the complexity of benefits, such as Lagers review, they are good considerations but should be reviewed at another meeting. Alderman Heard shared need to attract and retain employees. His main desire of tonight's discussion is consideration for a percentage of salary increase for all positions.

Alderman Maurath stated he is not sure internet sales are not going to hamper revenues and he is not ready to put a percentage or dollar figure in place, he needs to know Lagers increase first, health insurance cost, long term life insurance costs, and disability costs, as those are typically gathered before decisions are made.

Financial Consultant Tammy Alsop stated Lagers maximum increase can only be 1% annually and the new rate is released usually by November. Alderman Maurath stated that the City has experienced Lagers increases in the past by 8%, 5%, and 6%. Financial Consultant Tammy Alsop replied past increases were in 2017 it was 0.7%, in 2018 it was 0.5%, in 2019 it was 0.7%, 2020 it was 0.5% and in 2021 it was 1%. Alderman Maurath asked for verification from Lagers. Alderman Heard inquired on long term obligations and restrictions with Lagers. Financial Consultant Tammy Alsop stated she will verify with Lagers. Alderman Maurath stated that once started in Lagers, the City cannot withdraw their commitment.

City Administrator Nikki Finkbinder shared at renewal of health insurance this year there was savings of \$82,000 and an assumption of a 10% insurance increase is used each year for budget proposal as they are renewed at mid-year.

Alderman Wisbrock expressed he would like the opportunity to review further and await requested verifications.

Alderman Maurath voiced discussions should move forward in consideration of being fully staffed.

Alderman Heard made a motion to schedule a meeting on Wednesday, November 3, 2021 at 7:00 p.m. for further discussion. The motion was seconded by Alderman Huels. Upon a vote being taken, the motion passed unanimously by the Committee.

ADJOURNMENT

At 8:11 p.m. with no other business before the Board, Alderman Heard made a motion that the meeting be adjourned. The motion was seconded by Alderman Huels. Upon a vote being taken, the motion passed.

Respectfully submitted,

Jane Hungler
City Clerk
City of Fenton

DRAFT